

DEOMI History

Propelled by the civil rights movement of the 1960s and to counteract a national policy of segregation and inequality, a virtual Magna Carta for race relations training was issued in 1971. The violent and nonviolent disorders of the late 1960s were the catalyst that convinced military leaders that race relations education must be provided to every member of the Armed Forces.

Department of Defense Directive 1322.11 established the Race Relations Education Board, and, in 1971, created the Defense Race Relations Institute (DRRI), the original name of the Institute.

Since the first course, the Institute has expanded to meet the needs of field commanders and agency heads. As a result, courses now address an array of issues, to include sexual harassment prevention, sexism, extremism, religious accommodation and anti-Semitism. To reflect this expanded role, the name was changed to the Defense Equal Opportunity Management Institute in July 1979.

Today, the education and training programs in Equal Opportunity and Equal Employment Opportunity form a strong foundation in the building of military leaders.

DEOMI advises the DoD and other government organizations on Diversity matters, conducts extensive and progressive EO, EEO and human relations research programs, as well as, serves as a clearinghouse to monitor and disseminate research findings to interested agencies.

Since its inception in 1971, the Institute has enhanced combat readiness by fostering positive human relations throughout the military via its more than 35,000 graduates from all branches of the Armed Forces.

DEOMIs Guiding Principle - Readiness

Respect - for the infinite dignity and worth of all individuals

Excellence - in education, training, and research

Awareness - of the issues, successes, and strategies in human relations

Diversity - an understanding that our strengths derive from our differences as well as our shared values, goals and ethics

Innovation - of processes, technology, and designs to enhance our mission

Nation - which we have sworn to defend and endeavor to improve

Exchange - of ideas in the spirit of academic freedom and professional responsibility

Selfless service - a priority to the higher ideals of equality and fairness

Support - a commitment to quality processes for our customers and our organization



**Defense Equal Opportunity
Management Institute
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DEOMI.org**



**The Department of
Defense's
Center of Excellence
for World Class
Equity Education,
Training and
Research**

About DEOMI

DEOMI Offerings

Equal Opportunity

- Equal Opportunity Advisor Program
- Equal Opportunity Advisor Reserve Component Program



- Equal Opportunity Program Managers Course
- Leadership Team Awareness Seminar
- Senior Leader Equal Opportunity Seminar
- Senior Executive Equal Opportunity Seminar

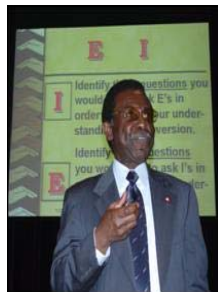
Equal Employment

Opportunity

- Equal Employment Opportunity Counselor Program
- Equal Employment Opportunity Specialist Course
- Equal Employment Opportunity Officer Course
- Introduction to Equal Employment Opportunity Counselor Program
- Special Emphasis Program Managers Course
- Equal Employment Opportunity Managers Seminar
- Mediation Certification Program

Training Methodologies

DEOMI uses a variety of educational techniques with an emphasis on experiential learning. Topics are presented during interactive auditorium lectures and then reinforced and expanded upon during facilitated small group exercises and discussions based on the adult experiential learning model. Experiential learning involves several teaching methods. The selection and use of methods in any given part of the course are carefully adapted to the subject material and the educational objectives of the instruction.



Frequently used techniques include: Lecture/Interactive Large Group Discussion, Small Group Discussion, Supervised Student Exercises, Guest Lecture Series, Student Briefings, Student Facilitation/Guided Discussion, Videotapes, Required Reading, Role Playing, Case Study, Advanced Distributed Learning, and Independent Study.

Mobile Training Teams

DEOMI provides Equal Opportunity and Equal Employment Opportunity training outside the Institute through its Mobile Training Teams. These teams of professionals are designed to serve the specialized needs of requesting agencies by providing targeted training to participants via courses, seminars and workshops.

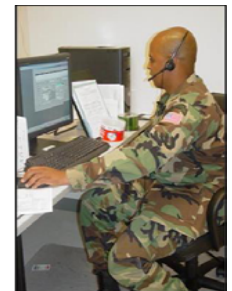
There are basic EO and EEO foundational courses available, however, DEOMI can completely customize any presentation based on requirements and time constraints. Some training subjects currently in demand are; human relations, diversity management, organizational assessment, cultural competency, religious accommodation and sexual harassment prevention.

DEOMI Research

Since 1987 the DEOMI research division has been designated a research center and clearinghouse conducting in-house research, Defense Department research, Service specific research, as well as the monitoring and dissemination of other federal agency research findings. In-house research includes demographic reports, the Summer Faculty Research Program, the Visiting Professor/Sabbatical Leave Program and the Topical Research Intern Program.

The Research Directorate is responsible for the DEOMI Organizational Climate Survey or DEOCS. The DEOCS is a commander's management tool that allows them to proactively assess critical organizational climate dimensions, which can have an impact on effectiveness within that organization.

The DEOCS provides a diagnosis of potential organizational issues that can be addressed. Respondents answer questions that affect a unit's readiness and formal and informal policies, practices and procedures that occur or are likely to occur within the organization. The questionnaire has three focus areas; Military Equal Opportunity, Civilian Equal Employment Opportunity and Organizational Effectiveness.



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